

The Effect of Self-Efficacy and Self-Esteem on Work Readiness of Final Students of UNJ 2024/2025

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ABSTRACT

Study This aim for analyze influence Self-Efficacy and Self-Esteem towards Readiness Work student level end of the Administrative Education Study Program Jakarta State University Office academic year 2024/2025. Research use approach quantitative with method survey correlational through instrument questionnaire to 131 specified respondents with saturated sampling technique. Data analysis using regression with help SPSS application. Research results show that Self - Efficacy and Self-Esteem in partial and simultaneous influential positive and significant to Readiness Work students. In general partial, Self - Efficacy contributes by 60.3%, while Self-Esteem contributed by 59.1%. simultaneous, both variables give contribution by 62% in explain variance Readiness Work. Findings This confirm that belief self and appreciation to self Alone is factor important things that influence readiness student entering the world of work. Research recommend strengthening soft skills development programs for increase efficacy self, self-esteem self, as well as competence readiness Work student.

INTRODUCTION

Basically, the goal man created is For Work as well as manage something Because with Work man can develop ability in himself so that life experience progressiveness and becoming prosperous. *The Latest United Nation's Worldometer Elaboration* data (June 14, 2024) shows that Indonesia has a total area of 1,811,570 km² and the number of population 279,701,069 million soul, occupy 4th position density resident highest in the world. In 2023 the population Indonesia's population is estimated at 277,534,122 million souls and equivalent to 3.45% of the world's total population, as well as density Indonesia's population is 153 per km² with 59.1% living in urban areas. For 69 years amount the Indonesian population continues increased and for 12 years Indonesia has always occupy ranked 4th in the world.

Jakarta is one of the city main with population highest as many as 8,540,121 million soul and become city the most populous in Indonesia so that bring up various problem, one of them unemployment. Unemployment is condition Where someone who is classified as age force Work No working, in progress look for work, or Work not enough from two day a week. *The International Labor Organization* (ILO) divides unemployment become half unemployment forced and unemployed open (CNN Indonesia Team, 2023).

Growth rapid population growth give pressure on the labor market work. Even though Jakarta has a demographic bonus high, level unemployment Still height and demographic bonus Not yet give impact significant to improvement field work (Husnul Fitri, 2023). Sakernas February 2024 recorded force Jakarta's workforce is 5,430,000 individuals and the working population is 5.11 million people (BPS DKI Jakarta, 2024), but Jakarta still has is in 4th position unemployment open highest namely 6.03 percent (Adi Ahdiat, 2024). Confidence public that they can Work six month to front decreased (Annasa Rizki Kamalina, 2024).

Situation the exacerbated by the rise in layoffs. The industry oriented export affected situation geopolitics so that layoffs occur, especially sector textiles and clothing (Ikhsan Reliubun ; Agung Sedayu, 2024). Companies must raise productivity more from 7% in 2024 so efficiency through layoffs to become choice (Efendi, 2024). The Indonesian Ministry of Manpower noted Jakarta City as area the highest that houses his employees with 8,876 workers (DPR RI, 2024). Issue the difficulty look for work for Gen Z also appears Because absorption power Work the formal sector continues shrink for 15 years (Kompas.tv Lampung, 2024). BPS Sakernas data shows decline graduate of college direct height working in the formal sector from 55.5% (2017) to 47.2% (2022). In addition, the 2025 layoff prediction states that 60 companies will potential carry out mass layoffs consequence restrictions subsidies, VAT increases, and increases BPJS premium (Retnaningsih, 2025).

The rise in layoffs has made student level end the more worry moment entering the world of work. Fasli Jalal emphasized that college tall equip students to be able to adapt with changing times (Ester Lince Napitupulu, 2023), however Willis Towers Watson survey shows 8 out of 10 companies difficulty find graduate of Ready work (Asep GP, 2022). The leaders industry such as Salman

Subakat and Bob Tyasika Ananta assess that quality graduate of Not yet even distribution and readiness Work Not yet satisfactory (BPMP Aceh, 2024; Ester Lince Napitupulu, 2022).

Pre-research researchers show that of 100 students level In the end, only 11% felt own readiness work, 17% were unsure, and 72% felt Not yet ready. Readiness Work is the interpersonal quality, professionalism, and personality that is needed somebody for get and keep work. Caballero & Walker (2010) found that readiness Work is indicator potential progress career and performance term long. Readiness Work refers to capacity individual in matter skills, knowledge, power understand, and attributes personality (Wiharja, 2019; Sukawati et al., 2020; Sumarsono et al., nd, 2019).

Variables efficacy self and self-esteem self chosen Because related with view self and attributes personality. Efficacy theory Bandura (2012) emphasized that that efficacy self navigating the internal psychic world and aspects social learning professional. Efficacy self influence action somebody in reach goals (Yeh et al., 2021), behavior coping (Baldry, 2015), as well as perseverance in look for work (Bandura, 1982). People with efficacy self tall tend set objective more high (Scholz et al., 2002) and more active respond opportunity work (Eden & Aviram, 1993). Self -esteem, according to David J. Lieberman (2023), is formed from quality shaping choices feeling valuable in self. Self -esteem related close with draft self and is evaluation subjective somebody about values and competencies (Seikkula -Leino & Salomaa, 2021). Borba divides price self into five components: Security, Independence, Collaboration, Mission, and Competence. High self- esteem show thinking positive about self themselves and influence readiness Work.

Study Kustati et al., (2017) found that student with price self tall own level readiness career that is also high, supportive findings of Ross & Broh (2000), Salmela-Aro & Nurmi (2007), Swann et al. (2007), and Josiam et al., (2009) stated that price self influence choice career and is indicator main in choose career.

Pre-research second show that more from 50% of students level the end of FEB UNJ has not yet own efficacy self and self-esteem enough self. Only about 20% answered "yes" to the indicator efficacy self and self-esteem self. Findings This show problem significant that must be investigated more continue. Because of the existence of *research gaps* and relevance two variables important the to readiness Work student level end, then researchers interested researching "The Influence Self- Efficacy and Self-Esteem towards Readiness Work".

LITERATURE REVIEW

Work Readiness

Readiness Work is one of the important soft skills that must be owned by students level end, remembering they will quick enter the full world of work dynamics and challenges. In general, readiness Work describe to what extent the individual feel capable face demands work through strong belief on values, abilities, and potential himself. Oblinada et al. (2023) explains that readiness Work is combination interpersonal and professional qualities, as well as required personality somebody for acquire and maintain job. Readiness work can also developed before enter the world of work for individuals capable reach chance

work and progress his career. Robbins (2007) stated that readiness Work show ability and willingness somebody in finish assignment. Caballero & Walker (2010) added that readiness Work refers to attitudes, skills, and attributes graduates who are preparing they for success in the world of work. Level of readiness work also becomes indicator potential career, productivity, and performance term long.

Self - Efficacy

Cambridge Dictionary define efficacy self as belief somebody that himself can succeed in finish task certain. Bandura (1997), as originator theory *self-efficacy*, states that efficacy self is belief individual about ability himself for organize and control necessary actions use reach desired results. Efficacy self influence motivation, behavior, persistence, response emotional, and achievement a person. Individual with efficacy self tall more believe self face problem, more resistant to pressure, as well as more persistent chase goals. On the other hand, efficacy self low hinder ability adaptation, especially in situation full demands like the world of work. Efficacy self appear through experience personal, learning observational, persuasion social, as well as condition physiological and emotional (Bandura, 2012).

Self - Esteem

Pride related close with draft self, but differentiated through aspect emotional. Seikkula -Leino & Salomaa (2021) explains that price self influenced by assessment about mark yourself, such as "How I look at self I alone? Is it That Good or bad about me". Thoughts positive produce price self high, whereas thinking negative determine price self low. Lieberman (2023) distinguishes price self and confidence self ; confidence self is belief will effectiveness self in something field, whereas price self is as far as What someone "recognizes mark base self We Alone as well as feel proper get happiness and good fortune". He explain that award self formed by "quality choices us, not by assets that can We use" and only appear when individual "makes decision will responsible choices answer as well as do something that is true, namely choice - oriented soul (moral or conscience)".

Conceptual Framework

The conceptual framework of this study describes the relationship between the independent variables, namely Self-Efficacy (X1) and Self-Esteem (X2), with the dependent variable, namely Work Readiness (Y). This relationship is built based on the theories described in the previous section, which conceptually show that self-efficacy and self-esteem play an important role in shaping a person's level of readiness to enter the world of work. However, this relationship is still hypothetical, so it requires empirical proof through this study. Therefore, based on the theoretical basis that has been explained, a research hypothesis can be formulated regarding the influence of Self-Efficacy (X1) and Self-Esteem (X2) on Work Readiness (Y).

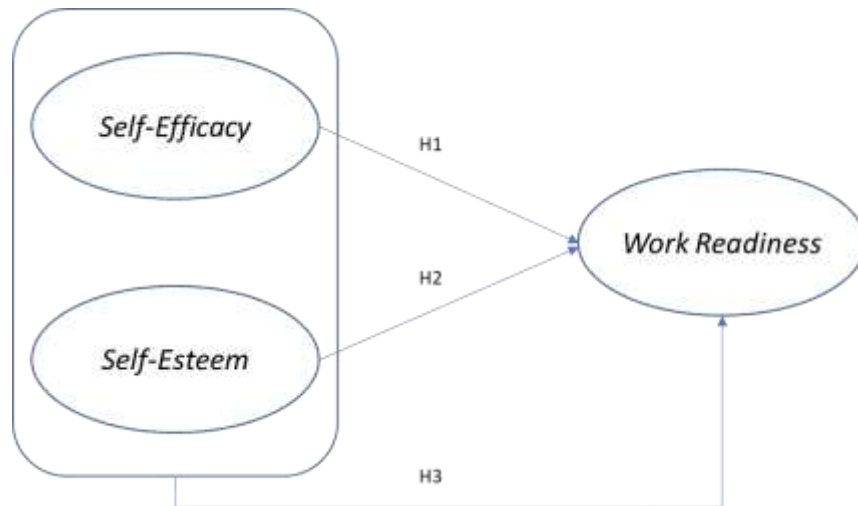


Figure 1 Conceptual Framework

Hypothesis:

- H1 : Self-Efficacy has a direct, positive and significant influence on Work Readiness
- H2 : Self-Esteem has a direct, positive and significant influence on Work Readiness
- H3 : Self-Efficacy and Self-Esteem have a direct, positive and significant influence on Work Readiness.

METHODOLOGY

This research was conducted starting in June 2024 at Jakarta State University, with respondents from the final semester of the Faculty of Economics and Business, Office Administration Education Study Program. The research location was Campus A, Jakarta State University. The researchers chose this location because, based on observations during the lecture process, they found work readiness issues related to a lack of confidence in their abilities and a low sense of self-worth among final-year students. The researchers used a survey method with a correlational approach and primary data. Correlational research is used to determine the level of relationship between variables without data manipulation (Arikunto, 2013). The research was conducted quantitatively using a questionnaire instrument using Google Forms.

Quantitative methods are used to research a specific population or sample with research instruments and statistical analysis to test hypotheses (Sugiyono, 2018). The research population was final-year students of the Office Administration Education Study Program who had registered for the Thesis and Thesis Proposal Seminar course in semester 121. The sample was determined using a saturated sampling technique, namely all members of the population. as many as 131 students used as a sample (Sudaryana, 2017). Data collection techniques were conducted using questionnaires as primary data (Sugiyono, 2018). Data analysis was conducted using regression with the help of the SPSS application due to its ease of data management and statistical test selection (Kusuma & Rakhman, 2017).

RESEARCH RESULTS

Requirements Analysis Testing

The requirements for testing a hypothesis are that the research sample comes from a normally distributed population, the regression equation must be meaningful and linear, and all classical assumptions must be met. Therefore, before testing the hypothesis, the applicable requirements must first be tested.

1. Normality Test

The normality test in this study used the Kolmogorov-Smirnov test with a significance level and Normal Probability Plot analysis. The following is the output of the Kolmogorov-Smirnov normality test using the SPSS 25 program.

Table 1 Normality Test Results
One-Sample Kolmogorov-Smirnov Test
Unstandardi
zed
Residual

N		131
Normal Parameters a,b	Mean	-,00005
	Standard Deviation	7.040344
Most Extreme Differences	Absolute	,066
	Positive	,041
	Negative	-,066
Test Statistics		,066
Asymp. Sig. (2-tailed)		,200 c,d

Source: Results of Data Processing with SPSS 25

Based on normality test calculation Kolgomorov -Smirnov above, it is known mark significance efficacy self, self-esteem self, and readiness Work that is is 0.200. The value of $0.200 > 0.05$. So can stated that third variables the normally distributed. Calculation of the normality test can also be done seen through the Normal Probability Plot. Here This is the output in the form of a normality test plot using SPSS 25.

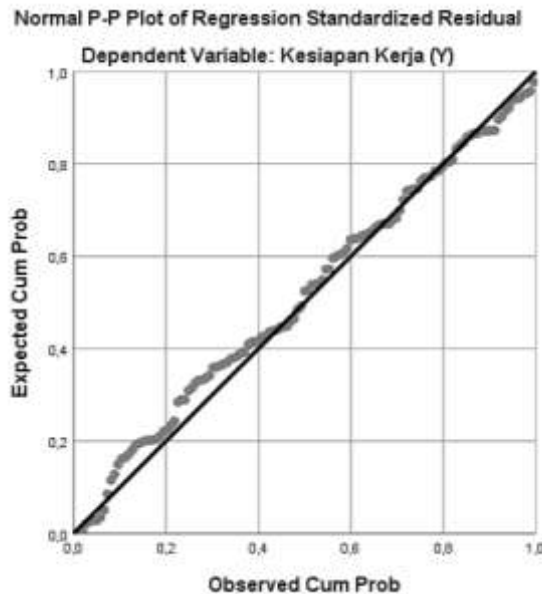


Figure 2 Probability Plot Normality Test

The image above shows that the points are spread around the diagonal line and follow the direction of the diagonal line. This concludes that the data is normally distributed and the regression model meets the assumption of normality, allowing for further analysis.

2. Significance Test and Regression Linearity

The test of the weight of the regression equation for work readiness on self-efficacy can be seen in the following table.

Table 2 Significance Test Regression of Y on X1

ANOVA ^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10212,827	1	10212,827	195,915	,000 ^b
	Residual	6724,608	129	52,129		
	Total	16937,435	130			

a. Dependent Variable: Work Readiness (Y)

b. Predictors: (Constant), Self-Efficacy (X1)

Source: Results of Data Processing with SPSS 25

Based on the table above obtained F count amounting to 195,915 and the value probability Sig. (0.000) < level significant (0.05) then equality regression of Y on X1 is stated significant. Linearity test done for test whether second variables own linear or indirect influence no the result can seen in the table following.

Table 3 Linearity Test Regression of Y on X1

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Job Readiness (Y) * Self-Efficacy (X1)	Between Groups	(Combined)	12147,106	31	391,842	8,098	,000
		Linearity	10212,827	1	10212,827	211,065	,000
		Deviation from Linearity	1934,279	30	64,476	1,333	,148
	Within Groups		4790,329	99	48,387		
	Total		16937,435	130			

Source: Results of Data Processing with SPSS 25

Based on the table above obtained F count of 1.333 and the value probability Sig. on the line deviation from linearity (0.148) > level significant (0.05) then distribution estimated point form a linear line can accepted.

3. Test of Significance and Linearity of Regression of Work Readiness on Self-Esteem

Testing the validity of the regression equation for work readiness on self-esteem can be seen in the following table.

Table 4 Significance Test Regression of Y on X2

ANOVA ^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10009,168	1	10009,168	186,364	,000 ^b
	Residual	6928,268	129	53,708		
	Total	16937,435	130			

a. Dependent Variable: Work Readiness (Y)

b. Predictors: (Constant), Self-Esteem (X2)

Source: Results of Data Processing with SPSS 25

Based on the table above, the F count is 186.364 and the probability value Sig. (0.000) < significance level (0.05) so the regression equation of Y on X2 is declared significant. The linearity test is carried out to test whether the two variables have a linear effect or not, the results of which can be seen in the following table.

Table 5 Linearity Test Regression of Y on X2

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Job Readiness (Y) * Self-Esteem (X2)	Between Groups	(Combined)	11516,729	30	383,891	7,082	,000
	Linearity		10009,168	1	10009,168	184,647	,000
	Deviation from Linearity		1507,561	29	51,985	,959	,534
	Within Groups		5420,706	100	54,207		
	Total		16937,435	130			

Source: Results of Data Processing with SPSS 25

Based on the table above obtained F count of 0.959 and the value probability Sig. on the line deviation from linearity (0.534) > level significant (0.05) then distribution estimated point form a linear line can accepted.

4. Classical Assumption Test

Classical assumption test on multiple regression research results This using SPSS software which includes: multicollinearity test, autocorrelation test, and heteroscedasticity test. The following section presents the results of the multicollinearity test.

Table 6 Multicollinearity Test Results

Coefficients ^a

		Collinearity Statistics	
Model		Tolerance	VIF
1	Self-Efficacy (X1)	,138	7,233
	Self-Esteem (X2)	,138	7,233

a. Dependent Variable: Work Readiness (Y)

Source: Results of Data Processing with SPSS 25

The results show that all regression models have tolerance value > 0.10 and VIF value < 10. So, it can be concluded that No There is symptom multicollinearity in the regression model used. Furthermore is autocorrelation test results.

Table 7 Autocorrelation Test Results

Model Summary ^b

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate	Durbin-Watson
1	,787 ^a	,620	,614	7,095	2,084

a. Predictors: (Constant), Self-Esteem (X2), Self-Efficacy (X1)

b. Dependent Variable: Work Readiness (Y)

Source: Results of Data Processing with SPSS 25

Obtained results The Durbin Watson value is 2.084. This value located between dU (1.7458) and 4-dU (2.2542) so can concluded that No there is symptom autocorrelation in the regression model used. Then is heteroscedasticity test results with the Glejser test with SPSS 25 software.

Table 8 Heteroscedasticity Test Results
Coefficients ^a

Model		Unstandardized Coefficients		Standardize d Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,127	2,363		3,862	,000
	Self-Efficacy (X1)	,028	,108	,061	,258	,797
	Self-Esteem (X2)	-,059	,065	-,211	-,900	,370

a. Dependent Variable: RESIDUAL Y

Source: Results of Data Processing with SPSS 25

From the results testing heteroscedasticity with the Glejser test in the table above show that the regression model have mark significant more from 0.05. So No happen problem heteroscedasticity in the regression model used.

Research Hypothesis Testing

Testing hypothesis done with objective for test correlation between variables also for know how much big correlation between variables free with variables tied. Following This is results of the hypothesis test that have been done.

a. Hypothesis First

Table 9 Coefficient Correlation Simple Between X1 and Y

		Correlations	
Work Readiness (Y)		Work Readiness (Y)	Self-Efficacy (X1)
	Pearson Correlation	1	,777 **
	Sig. (2-tailed)		,000
Self-Efficacy (X1)	N	131	131
	Pearson Correlation	,777 **	1
	Sig. (2-tailed)	,000	
	N	131	131

**. Correlation is significant at the 0.01 level (2-tailed).

Source: Results of Data Processing with SPSS 25

Based on the results above, it can be concluded that H0 is rejected and H1 is accepted. In other words there is significant relationship between efficacy self with readiness work. The coefficient of determination (r^2) is 0.603, which means that 60.3% of the proportion of variance in work readiness can be explained by self-efficacy.

Table 10 Coefficient Determination Between X1 and Y

Model Summary				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	,777 ^a	,603	,600	7,220

a. Predictors: (Constant), Self-Efficacy (X1)

Source: Results of Data Processing with SPSS 25

The relationship between self-efficacy and work readiness, when other variables are controlled, was analyzed using partial correlation analysis. The obtained partial correlation coefficients and the test results are presented in the following table.

Table 11 Partial Correlation Coefficient Between X1 and Y

Correlations			Work Readiness (Y)	Self-Efficacy (X1)
Control Variables				
Self-Esteem (X2)	Work Readiness (Y)	Correlation	1,000	,264
		Significance (2-tailed)	.	,002
		df	0	128
	Self-Efficacy (X1)	Correlation	,264	1,000
		Significance (2-tailed)	,002	.
		df	128	0

Source: Results of Data Processing with SPSS 25

Based on the results of the table, it can be concluded that the partial correlation coefficient between self-efficacy and work readiness when self-esteem is controlled is very meaningful (significant), so that can interpreted that, if price self controlled still so efficacy self give meaningful contribution stable to readiness Work.

b. Hypothesis Second

Table 12 Simple Correlation Coefficient Between X2 and Y
Correlations

		Work Readiness (Y)	Self-Esteem (X2)
Work Readiness (Y)	Pearson Correlation	1	,769 **
	Sig. (2-tailed)		,000
	N	131	131
Self-Esteem (X2)	Pearson Correlation	,769 **	1
	Sig. (2-tailed)	,000	
	N	131	131

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Results of Data Processing with SPSS 25

Based on the results above, it can be concluded that H0 is rejected and H1 is accepted. In other words, there is a significant relationship between self-esteem and work readiness. The coefficient of determination (r^2) is 0.591; which means that 59.1% of the proportion of work readiness variance can be explained by self-esteem.

Table 13 Coefficient of Determination Between X2 and Y
Model Summary

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	,769 a	,591	,588	7,329

a. Predictors: (Constant), Self-Esteem (X2)

Source: Results of Data Processing with SPSS 25

The relationship between self-esteem and work readiness, when other variables are controlled, was analyzed using partial correlation analysis. The partial correlation coefficients obtained and the test results are presented in the following table.

Table 14 Partial Correlation Coefficient Between X2 and Y
Correlations

Control Variables			Work Readiness (Y)	Self-Esteem (X2)
Self-Efficacy (X1)	Work Readiness (Y)	Correlation	1,000	,204
		Significance (2-tailed)	.	,020
		df	0	128
Self-Esteem (X2)	Self-Esteem (X2)	Correlation	,204	1,000
		Significance (2-tailed)	,020	.
		df	128	0

Source: Results of Data Processing with SPSS 25

Based on the results of the table, it can be concluded that the partial correlation coefficient between self-esteem and work readiness when self-efficacy is controlled is very meaningful (significant), so it can be interpreted that, if self-efficacy is controlled to remain constant, self-esteem makes a meaningful and stable contribution to work readiness.

c. Hypothesis Third

Table 15 Multiple Correlation Coefficients

Model Summary				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	,787 ^a	,620	,614	7,095

a. Predictors: (Constant), Self-Esteem (X2), Self-Efficacy (X1)

Source: Results of Data Processing with SPSS 25

The multiple correlation coefficient of the two independent variables with work readiness ($R_{y.12}$) = 0.787. The results of the significance test obtained F count of 104.228 and the probability value Sig. (0.000) < significance level (0.05). Based on these results, there is a relationship between self-efficacy and self-esteem together with work readiness.

Table 16 Results of Multiple Regression Significance Test

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10493,825	2	5246,913	104,228	,000 ^b
	Residual	6443,610	128	50,341		
	Total	16937,435	130			

a. Dependent Variable: Work Readiness (Y)

b. Predictors: (Constant), Self-Esteem (X2), Self-Efficacy (X1)

Source: Results of Data Processing with SPSS 25

The coefficient of determination ($R_{y.12}$)² of 0.620 can be interpreted that 62.0% of the proportion of work readiness variance can be explained jointly by self-efficacy and self-esteem. Based on the results of further calculations, it can be seen that the contribution of the dependent variable with self-efficacy is 60.3%, and self-esteem is 59.1%.

DISCUSSION

The Relationship Between Self-Efficacy and Work Readiness

The test results show that there is a relationship between self-efficacy and work readiness, indicated by a correlation coefficient of 0.777 with a Sig. (0.000) < 0.05, which means that the higher the self-efficacy, the higher the work readiness, with a contribution of 60.3%. This relationship is proven to be significant both through product moment correlation and partial correlation and

is supported by various theories and previous research results which state that self-efficacy has an important role in shaping work readiness, because an individual's belief in their abilities influences their behavior and readiness to enter the world of work. A number of previous studies also strengthen this finding, which shows a positive and significant relationship between self-efficacy and work readiness, and concludes that self-efficacy has a real influence in increasing work readiness.

The Relationship Between Self-Esteem and Work Readiness

The test results show that there is a significant relationship between self-esteem and work readiness, indicated by a correlation coefficient of 0.769 with a Sig. (0.000) < 0.05, which means that the higher the self-esteem, the higher the work readiness, with a contribution of 59.1%. This relationship is proven to be significant through product moment correlation and partial correlation, and is supported by various previous studies showing that self-esteem has a positive effect on work readiness and career readiness, where individuals with high self-esteem tend to have stronger motivation and a more positive attitude towards their career.

The Relationship Between Self-Efficacy and Self-Esteem Together with Work Readiness

The test results show that self-efficacy and self-esteem together have a significant relationship with work readiness, which is indicated by the multiple correlation coefficient $R_{y.12}$ of 0.787 with a Sig. value. (0.000) < 0.05, and a determination coefficient of 0.620 which means that 62.0% of the variance in work readiness can be explained by these two variables. This finding is in line with previous studies that show a positive and significant influence both individually and together between self-efficacy and self-esteem on work readiness, where the higher the self-efficacy and self-esteem, the higher the level of work readiness, although there are differences in the magnitude of contributions in several studies that indicate that there are still other factors that influence work readiness.

CONCLUSION AND RECOMMENDATION

Research result show that Self- Efficacy and Self-Esteem have role important in increase Readiness Work students. In general simultaneous, both variables the influential positive and significant to readiness work, with contribution by 62% in explain variance readiness Work students. This is prove that combination between feelings of trust self to ability personal and assessment positive to self Alone become factor main influencing factors readiness student in facing the world of work. By partial, Self -Efficacy has influence significant with contribution of 60.3%, which means the more tall belief student to ability they in finish tasks and facing challenge, then the more tall readiness they For Work. Likewise, Self-Esteem provides contribution by 59.1%, indicating that student with award high self tend own greater mental and psychological readiness Good For entering the world of work. With Thus,

research This confirm importance strengthening efficacy self and self-esteem self through various academic programs both academic and non- academic use prepare student become source Power competent and ready human beings compete in the professional world.

Based on conclusion Previously, it was suggested that the Office Administration Education Study Program increase soft skills development activities that can strengthen logical and objective thinking abilities, and motivate students to have growing ambitions and better work readiness. Students are also expected to continue developing themselves through critical thinking and self-confidence to become superior human resources. For further research, it is recommended to use additional variables such as social environment, parental support, emotional intelligence, or discipline, as well as increase the number of samples and more varied data collection methods to enrich the research results.

ADVANCED RESEARCH

Future research could be extended by integrating multidimensional psychological and contextual variables to build a more holistic predictive model of work readiness among university students. While self-efficacy and self-esteem demonstrate strong individual and combined contributions, subsequent studies may employ structural equation modeling (SEM) to capture latent constructs such as emotional intelligence, grit, resilience, career adaptability, digital literacy, or perceived organizational support, which may mediate or moderate the relationship between personal beliefs and work readiness outcomes. Longitudinal designs are also crucial to observe how fluctuations in self-efficacy and self-esteem evolve throughout students' academic journey and during the school-to-work transition. In addition, cross-institutional and cross-cultural comparisons would provide external validity and reveal whether work readiness determinants vary across demographic, socioeconomic, and institutional characteristics. Expanding methodological approaches with mixed methods—such as integrating qualitative interviews—would also deepen understanding of the mechanisms through which psychological factors shape students' readiness to engage with labor market demands.

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